

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF OHIO
EASTERN DIVISION

UNITED STATES OF AMERICA,)	CASE NO.: 1:15-CV-01046
)	
Plaintiff,)	
)	JUDGE SOLOMON OLIVER, JR.
vs.)	
)	<u>MOTION TO APPROVE REVISED</u>
CITY OF CLEVELAND)	<u>THIRD-YEAR MONITORING PLAN</u>
)	
Defendant.)	
)	
)	

The Court-approved Third-Year Monitoring Plan (the “Monitoring Plan,” “Third-Year Plan,” or “Plan”), Dkt. 195, endeavored to “set goals, deadlines, and milestones for complying with the Decree’s requirements while ensuring that individuals and organizations across Cleveland’s diverse communities—including the men and women of the Division themselves—have a voice in how police services are delivered.” Dkt. 195 at 1-2. The Plan was “intended to provide a structure for the day-to-day and week-to-week efforts that stakeholders from across the Cleveland community need to undertake to ensure that the Consent Decree is implemented in a manner” that is “constitutional, effective, and consistent with community values, while preserving officer and public safety.” *Id.* at 2 (citation omitted).

Previously, the Monitoring Team has observed that “[a]s work progresses in earnest toward accomplishing the tasks in that Plan, the Parties and Monitor may, from time to time, agree that some adjustments to certain timelines are necessary” Dkt. 51. Both the First-Year and Second-Year Monitoring Plans were updated to “reflect the current state of progress and to prioritize focus on a number of key areas.” Dkt. 80 at 2; Dkt. 147 at 2.

Based on the progress of the CDP and a better understanding of the goals for various compliance-related tasks, the Parties and Monitoring Team have agreed that this Court’s approval of a Revised Third-Year Monitoring Plan, attached hereto as Exhibit A, would continue to promote steady progress towards achieving the Consent Decree’s objectives. A redline identifying the full changes between the Court-approved Third-Year Plan and the Revised Third-Year Monitoring Plan is attached as Exhibit B.

In short, the Revised Third-Year Monitoring Plan reflects changes to the timing of a number of key areas between now and the end of January 2019, which is the end of the year covered by the original Plan. These areas include, among other things, crisis intervention; search and seizure policies; and policies, manuals, and training relating to the investigation and review of uses of force. The Revised Plan also reflects important changes to CDP’s in-service training that will help to ensure that officers receive high-quality training on a number of Decree-mandated topics, including collaborative problem-solving, procedural justice principles, bias-free policing, and crisis intervention.

Because the Revised Third-Year Monitoring Plan is a pragmatic plan that continues to set appropriate timeline, the Monitoring Team respectfully requests that the Court approve the Revised Third-Year Monitoring Plan and orders its requirements and deadlines effective immediately.

Respectfully submitted,

/s/ Matthew Barge

MATTHEW BARGE
Monitor
234 5th Avenue, Suite 314
New York, New York 10001
Tel: (202) 257-5111
Email: matthewbarge@parc.info

CERTIFICATE OF SERVICE

I hereby certify that on June 20, 2018, I served the foregoing document entitled Motion to Approve Revised Third-Year Monitoring Plan via the court's ECF system to all counsel of record.

/s/ Matthew Barge
MATTHEW BARGE

EXHIBIT A

Row							
1	Third Year Monitoring Plan						
2	<p><u>General Notes:</u></p> <p>For all deadlines established below, the Monitor and Parties agree that the deadlines might, in some instances, need to be extended by a brief interval to allow or accommodate unforeseen circumstances or unexpected, minor delays. Accordingly, if and only if all of the Monitor, United States, and the City agree that an extension for any of the deadlines outlined below is warranted and acceptable, the deadline may be extended by an interval of fourteen (14) calendar days without receiving formal approval of the Court for an extension of the deadline. No deadline may be extended by more than fourteen (14) calendar days without approval of the Court. If any or all of this 14-day period is used, the Monitor will formally notify the Court of the deadline extension(s). The extension of any specific deadline, or deadlines, will not change or otherwise affect any other deadline. Unless the Monitoring Team identifies problems with a deadline extension or otherwise raises issues with the Court, none of the Parties, the Court, or the public should interpret changes in deadlines to reflect problems in implementation or a lack of progress. Instead, all should understand that, for progress to be comprehensive and enduring, it may be necessary to take more time initially to refine policies, procedures, or training so that progress, ultimately, is faster, more effective, and more efficient.</p>						
3	<p>For purposes of the following deadlines, and unless otherwise expressly noted to the contrary, "semi-annual" means two times per year at a pace of once per six months. "Annual" means once per calendar year. "Bi-weekly" means once every two calendar weeks. "Monthly" means once per calendar month. "Days" means calendar days. If a listed deadline falls on a weekend or federal, state, local, or Court holiday, the deadline may be satisfied by submission or completion of the identified deliverable on the next business and/or non-holiday day.</p>						
4	Decree ¶	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Deadline
5	15-22	Community Engagement	Community Police Commission	CPC will submit the Community Engagement Assessment Plan to the Parties/CDP/Monitoring Team and post the Plan on its website.	CPC	Community Engagement Assessment Plan	4/1/18
6	23-26	Community Engagement	District Policing Committees	Incorporating prior feedback as appropriate, CDP will submit an updated District Policing Committee Strategy to the Parties and the Monitoring Team.	CDP	Submission of District Policing Committee Strategy Draft	4/20/18
7	23-26	Community Engagement	District Policing Committees	The Parties and Monitoring Team will review the updated DPC Strategy and provide written feedback, in-person feedback, or both to the CDP.	Monitoring Team, Parties	Submission of Feedback on the DPC Strategy	5/4/18
8	23-26	Community Engagement	District Policing Committees	CDP will incorporate prior feedback as appropriate and submit an updated DPC Strategy to the Parties, the Monitoring Team, and CPC.	CDP	Submission of Updated DPC Strategy	6/29/18
9	23-26	Community Engagement	District Policing Committees	The Parties, CPC, and the Monitoring Team will provide written feedback, in-person feedback, or both.	CDP, Parties, Monitoring Team, CPC	Submission of Feedback on the DPC Strategy	8/10/18
10	23-26	Community Engagement	District Policing Committees	CDP revises the draft DPC Strategy to incorporate the feedback, where appropriate, provided by the Monitor, CPC, the Parties, and community input and submits a Proposed Final Draft to the Parties and the Monitor.	CDP	Submission of Updated DPC Strategy	8/24/18

11	23-26	Community Engagement	District Policing Committees	The Monitor recommends approval or disapproval of the Final Draft of the District Policing Committee Strategy to the Court, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	9/7/18
12	23-26	Community Engagement	District Policing Committees	CDP selects one officer from each district for the District Policing Committee.	CDP	Selection of DPC officers	9/7/18
13	27-34	CPOP	General	Incorporating prior feedback as appropriate, CDP will submit an updated CPOP Plan to the Parties and the Monitoring Team.	CDP	Submission of Updated CPOP Plan Draft	4/20/18
14	27-34	CPOP	General	The Parties and the Monitoring Team will review the updated CPOP Plan and provide written feedback, in-person feedback, or both to CDP.	Monitoring Team, Parties	Submission of Feedback on the CPOP Plan	5/4/18
15	27-34	CPOP	General	CDP will incorporate prior feedback as appropriate and submit an updated CPOP Plan to the Parties, the Monitoring Team, and CPC.	CDP	Submission of Updated CPOP Plan	5/18/18
16	27-34	CPOP	General	CPC will obtain community input on the Final Draft of the updated CPOP Plan and provide written feedback, in-person feedback, or both to CDP, the Parties, and the Monitoring Team. The Parties and the Monitoring Team will also provide written feedback, in-person feedback, or both.	CDP, Parties, Monitoring Team, CPC	Submission of Feedback on the CPOP Plan	8/10/18
17	27-34	CPOP	General	CDP revises the draft CPOP Plan to incorporate the feedback, where appropriate, provided by the Monitor, CPC, the Parties, and community input and submits a Proposed Final Draft to the Parties and the Monitor.	CDP	Submission of Proposed Final Draft	8/24/18
18	27-34	CPOP	General	The Monitor recommends approval or disapproval of the Final Draft of the Cleveland Community and Problem-Oriented Policing Plan to the Court, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	9/7/18
19	27-34	CPOP	General	Upon approval, CDP will begin to implement the Community and Problem-Oriented Policing Plan according to the deadlines set forth in the Plan.	CDP	Beginning of Community and Problem-Oriented Policing Plan	9/7/18 Ongoing
20	27-34	CPOP	General	The City will include the status of the Community and Problem-Oriented Policing Plan's Implementation into the Semiannual Report.	City/CDP	Status Report of CPOP's Implementation	1/23/2019 Ongoing

21	47, 75, 93-123	Use of Force	Investigations	Incorporating prior feedback as appropriate, CDP will revise the draft Supervisory Investigations Policy and submit a Final Draft to the Parties and the Monitoring Team.	CDP	Submission of Final Draft	6/29/18
22	47, 75, 93-123	Use of Force	Investigations	The Monitor recommends approval or disapproval of the Final Draft of the Supervisory Investigations Policy either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	7/20/18
23	47, 75, 93-123	Use of Force	Investigations	Upon approval, CDP will begin training of all CDP supervisors on Supervisory Investigations.	CDP	Training Sessions begin	7/20/18
24	47, 75, 93-123	Use of Force	Investigations	CDP revises the draft policy and manual to incorporate the feedback, where appropriate, provided by the Monitor and the Parties and submits a Proposed Final Draft of the FIT policy and the FIT manual to the Parties and the Monitor.	CDP	Submission of Proposed Final Draft	7/13/18
25	47, 75, 93-123	Use of Force	Investigations	The Monitor recommends approval or disapproval of the Final Draft of the FIT policy and the FIT manual, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	8/10/18
26	47, 75, 93-123	Use of Force	Investigations	Upon approval, CDP will begin training of the FIT policy and the FIT manual to all appropriate personnel on FIT Investigations.	CDP	Training Sessions begin	8/10/18
27	124-130	Use of Force	Force Review Board	In consultation with the Monitor and the Parties, CDP produces a Proposed Final Draft of the Force Review Board Policy that adequately incorporates the feedback of the Parties and the Monitor.	CDP	Submission of Proposed Final Draft	7/13/18
28	124-130	Use of Force	Force Review Board	The Monitor recommends approval or disapproval of the Final Draft of the Force Review Board Policy to the Court, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	8/10/18
29	124-130	Use of Force	Force Review Board	Upon approval, CDP will begin training of all appropriate personnel on the FRB policy.	CDP	Training Sessions begin	9/28/18

30	124-130	Use of Force	Force Review Board	The Monitoring Team and Parties will meet with the members of the Force Review Board, outlining expectations, answering questions, and clarifying understandings.	City, CDP, Department of Justice, Monitoring Team	Stakeholder Meeting	7/2/18 Ongoing
31	124-130	Use of Force	Force Review Board	Upon certification of the Monitor that the FRB policy is ready to be implemented, the FRB will begin to hold regular force review meetings. Members of the Monitoring Team and the Parties will regularly attend.	CDP, City, Department of Justice, Monitoring Team	Commencement of Regular Meetings	7/2/2018 Ongoing
32	269-281	Training	In-Service Training	CDP and its Training Review Committee collaborates with the Parties and the Monitor to produce a draft In-Service Plan consistent with the Consent Decree for the fourth year of monitoring (January 2019-December 2019)	CDP	Submission of 2019 CDP Draft In-Service Plan	9/7/18
33	30, 42, 143, 173	Training	In-Service Training	CDP will begin in-service training of all CDP officers on CPR, Firearm Requalification, and Use of Force (including ASP and Taser requalification).	CDP	Training Sessions Begin	1/8/18
34	30, 42, 143, 173	Training	In-Service Training	CDP will complete in-service training of all CDP officers on CPR, Firearm Requalification, and Use of Force (including ASP and Taser requalification).	CDP	Training Sessions End	5/11/18
35	30, 42, 143, 173	Training	In-Service Training	CDP will provide the Parties and the Monitor with the numbers and percentage of individual officers who have completed in-service training on CPR, Firearm Requalification, and Use of Force.	CDP	Submission of Training Update to Parties, Monitoring Team	5/25/18
36	30, 42, 143, 173	Training	In-Service Training	The City will certify to the Court that all CDP officers have completed CPR, Firearm Requalification, and Use of Force.	City, CDP	Filing of Certification with Court re: CPR, Firearm Requalification, and Use of Force Training	6/1/18
37	40	Training	In-Service Training (Bias-Free)	CDP will submit a 2018 Bias-Free Training Proposal to the Parties and the Monitoring Team outlining how CDP will adapt an outside vendor's curriculum to meet CDP's training needs.	CDP	Submission of 2018 Bias-Free Training Proposal	3/30/18
38	40	Training	In-Service Training (Bias-Free)	The Parties and the Monitoring Team will review CDP's 2018 Bias-Free Training Proposal and determine if CDP's adaptation of the outside vendor's curriculum, as outlined, may satisfy the terms of the Decree.	Parties, Monitoring Team	Approval or Disapproval of CDP's 2018 Bias-Free Training Proposal	4/6/18
39	40	Training	In-Service Training (Bias-Free)	CDP will participate in train-the-trainer sessions for CPE's curriculum.	CDP	Completion of bias-free train-the-trainer	6/22/18

40	30, 42, 143, 173	Training	In-Service Training	CDP will submit its First Draft Training Curricula for Community Engagement and Problem-Solving and Bias-Free Policing to the Parties and the Monitoring Team.	CDP	Submission of First Draft Training Curricula	4/20/18
41	30, 42, 143, 173	Training	In-Service Training	The Parties and the Monitoring Team will review the First Draft Training Curricula and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on First Draft Training Curricula	5/4/18
42	30, 42, 143, 173	Training	In-Service Training	CDP will incorporate feedback, as appropriate, and provide the Parties and Monitoring Team with the Final Training Curricula for Community Engagement and Problem-Solving and Bias-Free Policing.	CDP	Submission of Final Training Curricula	6/22/18
43	30, 42, 143, 173	Training	In-Service Training	The Monitor recommends approval or disapproval of the Final Training Curricula. The determination will be based on the extent to which the curricula adequately complies with the requirements of the Agreement and incorporates feedback of the Parties.	Monitor	Filing of Memorandum to the Court re: Approval or Disapproval of Final Training Curricula	7/13/18
44	30, 42, 143, 173	Training	In-Service Training	CDP will begin in-service training of all CDP officers on Community Engagement and Problem-Solving.	CDP	Training Sessions begin	7/16/18
45	30, 42, 143, 173	Training	In-Service Training	CDP will begin in-service training of all CDP officers on Bias-Free Policing.	CDP	Training Sessions begin	7/16/18
46	30, 42, 143, 173	Training	In-Service Training	CDP will provide its First Draft Training Curricula for Search and Seizure.	CDP	Submission of First Draft Training Curricula	10/5/18
47	30, 42, 143, 173	Training	In-Service Training	CDP will provide the Parties and the Monitor with the numbers and percentage of individual officers who have completed in-service training on Community Engagement and Problem-Solving, CIT, and Bias-Free Policing.	CDP	Submission of Training Update to Parties, Monitoring Team	12/7/18
48	30, 42, 143, 173	Training	In-Service Training	The City will certify to the Court that all CDP officers have completed in-service training on Community Engagement and Problem-Solving, CIT, and Bias-Free Policing.	City, CDP	Filing of Certification with Court re: CPOP, CIT, and Bias-Free Policing Training.	12/18/18
49	322-325	Training	Supervisor Training	CDP will submit a Supervisor Training Plan to the Parties and the Monitoring Team.	CDP	Submission of Supervisor Training Plan	Second Quarter 2018
50	322-325	Training	Supervisor Training	The Parties and the Monitoring Team will review the Supervisor Training Plan and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on Supervisor Training Plan	Second Quarter 2018

51	322-325	Training	Supervisor Training	CDP will incorporate feedback, as appropriate, and provide the Parties and Monitoring Team with a Revised Supervisor Training Plan.	CDP	Submission of Revised Supervisor Training Plan	Second Quarter 2018
52	322-325	Training	Supervisor Training	The Parties and the Monitoring Team will review the Revised Supervisor Training Plan and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on Revised Supervisor Training Plan	Second Quarter 2018
53	322-325	Training	Supervisor Training	CDP will incorporate feedback, as appropriate, and provide the Parties and Monitoring Team with a Final Supervisor Training Plan.	CDP	Submission of Final Supervisor Training Plan	Second Quarter 2018
54	322-325	Training	Supervisor Training	The Monitor recommends approval or disapproval of the Final Supervisor Training Plan. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement and incorporates feedback of the Parties.	CDP	Filing of Memorandum to the Court re: Approval or Disapproval of Final Supervisor Training Plan	Second Quarter 2018
55	322-325	Training	Supervisor Training	The Supervisor Training Plan will be implemented upon resolution of any outstanding objections by the Monitor.	CDP	Implementation of Training Plan	Third Quarter 2018
56	322-325	Training	Supervisor Training	Newly promoted supervisors will receive supervisory training sessions upon promotion.	CDP	Supervisory Training Sessions	Ongoing
57	288-290	Training	Documentation Plan	CDP's Learning Management System will be activated.	CDP	LMS system activated	1/15/18
58	288-290	Training	Documentation Plan	CDP will begin training of all CDP officers on the Learning Management System.	CDP	Training Conducted	1/15/18
59	288-290	Training	Documentation Plan	CDP will complete the training of all CDP officers on the Learning Management System.	CDP	Training Sessions End	3/30/18
60	300-311	Recruitment & Hiring	General	The Parties and the Monitor will review the Updated Draft and will provide written feedback, in-person feedback or both.	Parties, Monitoring Team	Submission of Feedback on Updated Draft	4/6/18
61	300-311	Recruitment & Hiring	General	CDP will incorporate feedback, as appropriate, and provide the Parties, Monitoring Team, and CPC with an updated Recruitment Plan.	CDP	Submission of Updated Draft	5/18/18
62	300-311	Recruitment & Hiring	General	CPC will obtain community input on the updated Recruitment Plan and provide written feedback, in-person feedback, or both to CDP, the Parties, and the Monitoring Team. The Parties and the Monitoring Team will also provide written feedback, in-person feedback, or both.	Monitoring Team, Parties, CPC	Submission of Feedback on Updated Draft	8/10/18
63	300-311	Recruitment & Hiring	General	CDP revises the Proposed Final Draft to incorporate the feedback and expectations of the Monitor, Parties, and CPC. In consultation with the Monitor and Parties, the City submits a Final Draft that adequately incorporates the feedback of the Parties and the Monitor.	City	Submission of Final Draft	8/24/18

64	300-311	Recruitment & Hiring	General	The Monitor recommends approval or disapproval of the Final Draft Recruitment Policy and Strategic Recruitment Plan to the Court, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	9/7/18
65	300-311	Recruitment & Hiring	General	CDP submits an annual report related to its recruitment activities and outcomes.	CDP	Submission of Annual Report	1/1/19
66	145	Crisis Intervention	Specialized CIT Officers	MHRAC reviews and provides feedback for the draft curriculum for the Crisis Intervention Specialized Training: General (a/k/a the "40-Hour Training").	MHRAC	Submission of Feedback	6/30/18
67	145	Crisis Intervention	Specialized CIT Officers	CDP works with MHRAC, the Parties, and the Monitor to revise the 40-Hour Training to incorporate the feedback and expectations of the Monitor, Parties, and MHRAC and members. CDP submits the revised draft curriculum to the Parties and the Monitoring Team.	CDP	Submission of Revised Draft	8/30/18
68	145	Crisis Intervention	Specialized CIT Officers	CDP will begin to select appropriate officers for enhanced specialized training in CIT.	CDP	Selection of CIT officers	9/15/18
69	145	Crisis Intervention	Specialized CIT Officers	CDP works with MHRAC to submit a Final Draft of the 40-Hour Training to the Parties and Monitoring Team.	CDP	Submission of Final Draft	10/30/18
70	145	Crisis Intervention	Specialized CIT Officers	The Monitor recommends approval or disapproval of the Final Draft of the Crisis Intervention Specialized Training to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	11/30/18
71	145	Crisis Intervention	Specialized CIT Officers	CDP will begin training of Specialized CIT Officers.	CDP	Training Sessions begin	12/15/18
72	143	Crisis Intervention	2nd Year In-Service Training	MHRAC reviews and provides feedback for the Proposed 2nd Year Final Draft of the Crisis Intervention Training for all Officers: In-Service.	MHRAC	Submission of Feedback	5/18/18
73	143	Crisis Intervention	2nd Year In-Service Training	CDP works with the MHRAC, the Parties, and the Monitor to revise the Proposed 2nd Year Final Draft of the Crisis Intervention Training for all Officers: In-Service to incorporate the feedback and expectations of the Monitor, Parties, MHRAC and members. In consultation with the Monitor and Parties, CDP submits a Final Draft that adequately incorporates the feedback of the Parties and the Monitor.	CDP, MHRAC	Submission of Final Draft	6/22/18

74	143	Crisis Intervention	2nd Year In-Service Training	The Monitor recommends approval or disapproval of the 2nd Year Final Draft of the Crisis Intervention In-Service Training for all Officers to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	7/13/18
75	143	Crisis Intervention	2nd Year In-Service Training	CDP will begin 2nd Year Crisis Intervention In-Service Training of CDP Officers.	CDP, MHRAC	Training Sessions begin	7/16/18
76	144	Crisis Intervention	Dispatchers and Supervisors	CDP works with the MHRAC, the Parties, and the Monitor to revise the Proposed Final Draft of the Crisis Intervention Training for Dispatchers and Dispatch Supervisors to incorporate the feedback and expectations of the Monitor, Parties, MHRAC and members. In consultation with the Monitor and Parties, CDP submits a Final Draft that adequately incorporates the feedback of the Parties and the Monitor.	CDP, MHRAC	Submission of Final Draft	10/2/18
77	144	Crisis Intervention	Dispatchers and Supervisors	The Monitor recommends approval or disapproval of the 2nd Year Final Draft of the Crisis Intervention Training for Dispatchers and their Supervisors to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	11/5/18
78	144	Crisis Intervention	Dispatchers and Supervisors	CDP will begin Crisis Intervention training of Dispatch and Dispatch Supervisors.	CDP, MHRAC	Training Sessions begin	12/3/18
79	143	Crisis Intervention	Annual Work Plan	The Mental Health Response Advisory Committee will submit an Annual Crisis Intervention Work Plan to reflect stakeholder feedback, where appropriate for the Monitoring Period 2018-19.	Mental Health Response Advisory Committee	Submission of Work Plan to Public, Parties, and Monitor	3/30/18
80	143	Crisis Intervention	Annual Work Plan	CDP will submit an annual report to the MHRAC, Public, Parties, and Monitor.	CDP	Annual Report	1/1/19
81	93-100, 160-175, 176-249, 322-325	Accountability	Administrative Review Processes	The Parties, Monitor, CDP and City will convene monthly Administrative meetings to review data and information about the status of CDP's administrative investigations and internal review processes, including but not limited to use of force investigations, officer misconduct investigations, the imposition of officer discipline, the resolution of civilian complaints, and other administrative reviews of officer performance captured in Blue Team/IAPro.	City (including OPS and PRB), CDP, Department of Justice, Monitoring Team	Monthly Administrative Meetings	Ongoing

82	176-192	Accountability	Internal Affairs Policy Manual	CDP will incorporate feedback as appropriate and submit a Revised IA Policy Manual to the Parties and Monitoring Team.	CDP	Submission of Revised IA Policy Manual	4/6/18
83	176-192	Accountability	Internal Affairs Policy Manual	Parties and Monitoring Team will review the Revised IA Policy Manual and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on Revised IA Policy Manual	4/20/18
84	176-192	Accountability	Internal Affairs Policy Manual	CDP will incorporate feedback as appropriate and submit a Final Draft of the IA Policy Manual to the Parties and the Monitoring Team.	CDP	Submission of Final Draft	6/29/18
85	176-192	Accountability	Internal Affairs Policy Manual	The Monitor recommends approval or disapproval of the Final Draft of the Internal Affairs Policy Manual, and policies related to anti-retaliation and reporting misconduct, to the Court, either in whole or in part. The determination will be based on the extent to which the manual adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	7/27/18
86	176-192	Accountability	Internal Affairs Policy Manual	The CDP will implement the new policies upon approval.	CDP	Implementation of New Policies	7/27/18
87	193-229	Accountability	OPS (General)	The City will submit a quarterly update to the Court on the status of OPS.	City	Monthly Update	7/13/18 Ongoing
88	199	Accountability	OPS (Budget)	OPS and/or the City will submit to the Monitor OPS' proposed budget for the 2019 budget year.	OPS/City	Submission of Proposed Budget for Remainder of 2018 to Monitor	10/31/18
89	199	Accountability	OPS (Budget)	The Monitor will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team	Written Submission re: Sufficiency of Budget	11/15/18
90	193-229	Accountability	OPS (Backlog)	OPS and the City will implement a Backlog Elimination Plan. The status of this backlog elimination plan will be one of the topics addressed in ongoing, weekly OPS Compliance Status Stakeholder Meetings.	OPS/City, Department of Justice, Monitoring Team	Ongoing Bi-Weekly OPS Status Stakeholder Meetings	30 days after selection/hiring of the vendor.
91	201-09, 219, 221-22, 240	Accountability	OPS (IA/OPS Policies)	Incorporating prior feedback as appropriate, CDP will submit a Revised Draft to the Parties, Monitor, and CPC.	CDP	Submission of Revised Draft	4/6/18
92	201-09, 219, 221-22, 240	Accountability	OPS (IA/OPS Policies)	The Parties, Monitoring Team, and CPC will submit written feedback, in-person feedback, or both to CDP.	Parties, Monitoring Team, CPC	Submission of Feedback on Revised Draft	4/20/18

93	201-09, 219, 221-22, 240	Accountability	OPS (IA/OPS Policies)	CDP will incorporate feedback as appropriate and submit a Final Draft to the Parties and Monitoring Team.	CDP	Submission of Final Draft	7/20/18
94	201-09, 219, 221-22, 240	Accountability	OPS (IA/OPS Policies)	The Monitor recommends approval or disapproval of the Final Draft of the Internal Affairs OPS policies (Public Complaints of Misconduct and Retaliation Prohibited), to the Court, either in whole or in part. The determination will be based on the extent to which the manual adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	8/10/18
95	201, 203, 205, 209	Accountability	OPS (Awareness)	The City will submit a Draft plan for a program to promote awareness of the OPS process and comply with paragraph 201 of the Agreement (the "OPS Awareness Plan") for review by the DOJ, Monitoring Team, CDP, and the CPC.	City	Submission of Draft OPS Awareness Plan	Within 60 days after starting date of Community Relations Coordinator
96	201, 203, 205, 209	Accountability	OPS (Awareness)	The Parties, Monitor, and CPC will review the Draft to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement and whether CPC, OPS, and other recommendations have been taken into consideration and incorporated where appropriate. The Parties, CPC, OPS, and Monitor will provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Written Feedback re: First Draft	30 days after submission
97	201, 203, 205, 209	Accountability	OPS (Awareness)	The City revises the Draft to incorporate the feedback and expectations of the Monitor, Parties, and CPC. In consultation with the Monitor and Parties, the City submits a Final Draft plan that incorporates the feedback of the Parties, CPC, and the Monitor where appropriate.	City	Submission of Final Draft	30 days after written comment from MT, DOJ, and CPC
98	201, 203, 205, 209	Accountability	OPS (Awareness)	The City, CDP, OPS and any other involved stakeholders will implement the OPS Awareness Plan according to the deadlines set forth in the Plan. The deadlines outlined there will be incorporated into this Monitoring Plan by reference and subsequent Monitoring Plans expressly.	City, CDP, OPS	Implementation of Plan Begins	Ongoing
99	195-96	Accountability	OPS (Training)	OPS will provide training for its members that will meet the requirements of the Settlement Agreement.	OPS	Training Sessions	Ongoing

100	215	Accountability	OPS (Annual Report)	The OPS will provide a draft annual report that will describe its progress in the 2017 calendar year, to include complaint statistics, and patterns in complaints and the handling of complaints against CDP employees, for review and comment by the Monitor and the Parties.	OPS	Draft Annual Report	5/15/18
101	215	Accountability	OPS (Annual Report)	The Parties and Monitor will review the draft and provide written comment to OPS Administration relating to the quality and the content of the report.	Department of Justice, City, Monitoring Team	Written feedback re: Draft Annual Report	5/31/18
102	215	Accountability	OPS (Annual Report)	The OPS will create a final annual report for publication and distribution to the Parties, CDP, Monitoring Team, CPC, and any other stakeholders.	OPS	Final Annual Report	6/29/18
103	194	Accountability	OPS (Hiring)	The Department of Public Safety will hire an Administrator for the OPS with the skills, expertise, and experience to effectively manage the OPS program.	City	Hiring of OPS Administrator	5/31/18
104	194	Accountability	OPS (Hiring)	The Department of Public Safety will hire a Supervisory Investigator for the OPS with the skills, expertise and experience to effectively manage OPS investigations and supervise investigative staff.	City	Hiring of Supervisory Investigator	6/29/18
105	194	Accountability	OPS (Hiring)	The Department of Public Safety will hire a Community Relations Coordinator with the skills, expertise and experience to create a public awareness plan and effectively manage OPS communications and relations with the public, the police and other government agencies.	City	Hiring of Community Relations Coordinator	7/27/18
106	230-39, 244	Accountability	Police Review Board (General)	PRB and/or the City will submit to the Monitor PRB's proposed budget for the 2019 budget year.	PRB/City	Submission of Proposed Budget for 2019 to Monitor	10/31/18
107	230-39, 244	Accountability	Police Review Board (General)	The Monitor will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team	Written Submission re: Sufficiency of Budget	11/30/18
108	233	Accountability	Police Review Board (Training)	PRB will provide training for its members that will meet the requirements of the Settlement Agreement.	PRB	Training Sessions	Ongoing
109	268	Transparency	General	CDP's identified personnel will post its current policies and procedures, training plans, community policing initiatives, community meeting schedules, budgets, and internal audit reports on its website. This includes all materials submitted to the Court by the Monitor as part of this Monitoring Plan. The manner of posting on the website will seek to make all information and documentation accessible, clear, and readily identifiable. All materials will be posted within 10 business days of their completion or filing.	CDP	Initial Posting of Current Information and Documents on Website	Ongoing

110	268	Transparency	General	CDP's identified personnel will post revisions, changes, updates, or new information and documents as they are approved to take effect. This includes all materials submitted to the Court by the Monitor as part of this Monitoring Plan. The manner of posting on the website will seek to make all information and documentation accessible, clear, and readily identifiable. All materials will be posted within 10 business days of their completion or filing.	CDP	Maintenance of Current Information and Documents on Website	Ongoing
111	250-56	Transparency	Police Inspector General	After candidate review and in the event that a suitable candidate is selected, a Police Inspector General will be hired.	City	Hiring of Police Inspector General	7/13/18
112	250-56	Transparency	Police Inspector General	The City will submit to the Monitor and Department of Justice the Police Inspector General's proposed budget for the 2019 budget year.	IG/City	Submission of Proposed Budget for 2019 to Monitor	10/31/18
113	250-56	Transparency	Police Inspector General	The Monitor and Department of Justice will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team, Department of Justice	Written Submission re: Sufficiency of Budget	11/30/18
114	291-99	Officer Assistance and Support	Equipment & Resources	The City submits an updated draft of the Equipment and Resource Plan to the Parties and the Monitoring Team.	City	Updated Equipment and Resource Plan	5/18/18
115	291-99	Officer Assistance and Support	Equipment & Resources	The Parties and Monitor will review the updated Equipment and Resource Plan to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties and Monitor will provide written feedback, in-person feedback, or both.	Monitoring Team, Parties	Submission of written and/or oral feedback re: Draft Equipment and Resource Plan	6/8/18
116	291-99	Officer Assistance and Support	Equipment & Resources	The City will incorporate feedback as appropriate and submit a Final Draft of the Equipment and Resources Plan.	City	Submission of Final Draft	8/24/18
117	291-99	Officer Assistance and Support	Equipment & Resources	The Monitor recommends approval or disapproval of the Equipment and Resource Plan to the Court, either in whole or in part. The determination will be based on the extent to which the plan adequately addresses with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Equipment and Resource Plan	9/7/18
118	319-21	Officer Assistance and Support	Staffing	CDP will submit the Staffing Plan to the Parties and the Monitoring Team.	CDP	Submission of Staffing Plan	2/16/18
119	319-21	Officer Assistance and Support	Staffing	The Parties and Monitoring Team will provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on Staffing Study	3/9/18

120	319-21	Officer Assistance and Support	Staffing	CDP will incorporate feedback as appropriate and submit a Revised Staffing Plan to the Parties and Monitoring Team.	CDP	Submission of Revised Staffing Plan	4/20/18
121	319-21	Officer Assistance and Support	Staffing	The Parties and the Monitoring Team will provide written feedback, in-person feedback, or both to CDP on the Revised Staffing Plan.	Parties, Monitoring Team	Submission of Feedback on Revised Staffing Plan	5/4/18
122	319-21	Officer Assistance and Support	Staffing	CDP will incorporate feedback as appropriate and submit a Revised Staffing Plan to the Parties, Monitoring Team, and CPC.	CDP	Submission of Revised Staffing Plan	5/18/18
123	319-21	Officer Assistance and Support	Staffing	CPC will obtain community input on the Final Draft of the Revised Staffing Plan and provide written feedback, in-person feedback, or both to CDP, the Parties, and the Monitoring Team. The Parties and the Monitoring Team will also provide written feedback, in-person feedback, or both.	CPC, Parties, Monitoring Team	Submission of Feedback on Revised Staffing Plan	8/10/18
124	319-21	Officer Assistance and Support	Staffing	As part of the Monitor's process of "assess[ing] the Staffing Plan and reporting to the Parties whether it is appropriate, effective, and consistent with the requirements of the Agreement," (¶ 321), CDP, in collaboration with the Monitor and leadership of CPPA, FOP, and other police officer organizations, will convene a series of meetings and establish and publicize alternative forms of officer outreach (email, surveys, anonymous written submissions, roll call discussions, etc.) to collect the concerns, experiences, values, and issues of officers related to staffing and personnel resource issues. The Monitor, DOJ, and City may collaborate and participate. CDP will generate a single, written document that summarizes the officer input received (the "CDP Staffing Work Product") and submit the document to the Parties and the Monitor.	CDP	Written Summary of Officer Input	8/10/18
125	319-21	Officer Assistance and Support	Staffing	Incorporating feedback from the Parties, Monitoring Team, and stakeholders, as appropriate, CDP will submit a Final Draft of the Staffing Plan to the Parties and the Monitoring Team.	CDP	Submission of Final Draft	8/24/18
126	319-21	Officer Assistance and Support	Staffing	The Monitor recommends approval or disapproval of the Staffing Plan to the Court, either in whole or in part. The determination will be based on the extent to which the plan adequately addresses with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Staffing Plan	9/7/18

127	160-75	Search & Seizure	General	CDP revises the First Draft to incorporate the feedback, where appropriate, provided by the Monitor and DOJ and submits a Second Draft to the Parties and the Monitor.	CDP	Submission of Second Draft	4/6/18
128	160-75	Search & Seizure	General	The Parties and Monitor will review the Second Draft and will provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on Second Draft	4/20/18
129	160-75	Search & Seizure	General	CDP revises the Second Draft to incorporate feedback, where appropriate, provided by the Monitor and DOJ and submits a Third Draft to the Parties, the Monitor, and the CPC.	CDP	Submission of Third Draft	6/8/18
130	160-75	Search & Seizure	General	The Parties and Monitor will review the Third Draft and will provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on Third Draft	6/22/18
131	160-75	Search & Seizure	General	CDP revises the Third Draft to incorporate feedback, where appropriate, provided by the Monitor and DOJ and submits a Final Draft to the Parties, the Monitor, and the CPC.	CDP	Submission of Final Draft	7/17/18
132	160-75	Search & Seizure	General	CPC will obtain community input on the Final Draft of the Search and Seizure policies and provide written feedback, in-person feedback, or both to CDP, the Parties, and the Monitoring Team. The Parties and the Monitoring Team will also provide written feedback, in-person feedback, or both.	CPC, Parties, Monitoring Team	Submission of Community Feedback on Final Draft	9/14/18
133	160-75	Search & Seizure	General	CDP revises the Proposed Final Draft to incorporate the feedback, where appropriate, provided by the CPC and submits a Final Draft to the Parties and the Monitor.	CDP	Submission of Final Draft	10/5/18
134	160-75	Search & Seizure	General	The Monitor recommends approval or disapproval of the Searches and Seizures Policies to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	10/19/18
135	258	Data Collection & Analysis	General	The Data Analysis & Collection Coordinator ("DACC") ensures creation and maintenance of electronic system to track data from force related documents.	DACC	Track data	Ongoing
136	259	Data Collection & Analysis	General	The DACC ensures creation and maintenance of a reliable and accurate electronic system to track data from force related documents.	DACC	Track data	Ongoing
137	260	Data Collection & Analysis	General	DACC to ensure creation and maintenance of electronic system to track data on vehicle stops, investigatory stops, and searches.	DACC	Track data (upon implementation of CAD system)	Ongoing

138	265-66	Data Collection & Analysis	General	CDP and the Data Collection & Analysis Coordinator will draft an assessment report, or topical assessment reports, as required by the assessment protocol and submit it, or them, to the Parties and Monitor.	CDP	Submission of Draft	1/18/19
139	265-66	Data Collection & Analysis	General	The Parties and Monitor will review the Draft to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties and Monitor will provide written feedback, in-person feedback, or both.	Department of Justice, City, Monitoring Team	Written Feedback re: Draft	2/15/19
140	361-66	Compliance & Outcome Assessments	Biennial Community Survey	The Monitoring Team will prepare and submit a draft Biennial Community Survey Plan to CDP, the Parties, and the CPC.	Monitoring Team	Submission of Draft Biennial Community Survey Plan	4/13/18
141	361-66	Compliance & Outcome Assessments	Biennial Community Survey	CDP, the Parties, and the CPC will submit written, and/or in-person, feedback on the Survey Plan.	CDP, City, Department of Justice, CPC	Submission of Written and/or In-Person Feedback on the Draft Biennial Community Survey Plan	4/27/18
142	361-66	Compliance & Outcome Assessments	Biennial Community Survey	The Monitoring Team will revise the Plan to reflect the comments of stakeholders and will file the Plan with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Biennial Community Survey Plan	5/11/18
143	361-66	Compliance & Outcome Assessments	Biennial Community Survey	The Monitoring Team will begin to conduct the survey according to the timelines and requirements of the Biennial Community Survey Plan.	Monitoring Team	Biennial Community Survey Begins	TBD per Biennial Community Survey Plan
144	361-66	Compliance & Outcome Assessments	Biennial Community Survey	The Monitoring Team will provide a draft report on the findings of the Biennial Community Survey to the Parties and CPC for their comments and questions.	Monitoring Team	Submission of Draft Report	TBD per Biennial Community Survey Plan
145	361-66	Compliance & Outcome Assessments	Biennial Community Survey	The Monitoring Team will file a final report on the Biennial Community Survey with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Report on the Biennial Community Survey	TBD per Biennial Community Survey Plan
146	n/a	Compliance & Outcome Assessments	Bi-Weekly Parties / Monitoring Team Compliance Status Meeting	The Parties, CDP, and Monitoring Team will continue to meet not less than once every two calendar weeks, if necessary, to discuss the current status of Consent Decree progress and compliance and discuss any issues related to the full and effective implementation of the Decree's requirements.	City, CDP, Department of Justice, Monitoring Team	Ongoing Bi-Weekly Compliance Status Meetings	Ongoing

147	n/a	Compliance & Outcome Assessments	Monthly Stakeholder Compliance Status Meetings	The Parties, CPC, CDP, and Monitoring Team will continue to meet to discuss current Consent Decree implementation progress and issues and to discuss the current state of compliance.	City, CPC, CDP, Department of Justice, Monitoring Team	Ongoing Monthly Compliance Status Meetings	Ongoing
148	387	Compliance & Outcome Assessments	City Status Reports	The City will file its sixth status report with the Court, providing a copy to the Department of Justice and the Monitor.	City	Submission of Sixth Status Report	8/29/18
149	387	Compliance & Outcome Assessments	City Status Reports	The City will file its seventh status report with the Court, providing a copy to the Department of Justice and the Monitor.	City	Submission of Seventh Status Report	1/25/19
150	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitoring Team will provide a copy of the Fifth Semiannual Report to the Parties in draft form.	Monitoring Team	Submission of Draft Report to Parties	7/16/18
151	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Parties will informally comment on the Draft Report.	City, Department of Justice	Submission of Informal Comments on Draft Report	7/30/18
152	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitor will consider the Parties' responses and make appropriate changes, if any, before filing the report with the Court and issuing and report publicly.	Monitoring Team	Filing of Final Report with Court	8/15/18
153	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitoring Team will provide a copy of the Sixth Semiannual Report to the Parties in draft form.	Monitoring Team	Submission of Draft Report to Parties	12/3/18
154	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Parties will informally comment on the Draft Report.	City, Department of Justice	Submission of Informal Comments on Draft Report	12/17/18
155	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitor will consider the Parties' responses and make appropriate changes, if any, before filing the report with the Court and issuing and report publicly.	Monitoring Team	Filing of Final Report with Court	1/11/19
156	245-49	Compliance & Outcome Assessments	Systemic Assessments	The Monitoring Team will conduct an in-depth review of a random, statistically-significant sample of applications of force by CDP officers.	Monitoring Team	Review Conducted	10/1/18
157	245-49	Compliance & Outcome Assessments	Systemic Assessments	The Monitoring Team will provide a presentation summarizing the results in its Systemic Assessment of CDP's Discipline System and Process.	Monitoring Team	Presentation	1/25/19
158	n/a	Compliance & Outcome Assessments	Updated Third Year Monitoring Plan	The City will submit to the Court the Updated Third Year Monitoring Plan upon approval of the Plan by the United States and the Monitoring Team.	City	Filing of Updated Third-Year Monitoring Plan with the Court	8/10/18
159	n/a	Compliance & Outcome Assessments	Fourth Year Monitoring Plan	CDP and the City will provide a Draft Fourth Year Monitoring Plan to the Monitor, DOJ, and the CPC.	City	Submission of the Draft Fourth Year Monitoring Plan	1/8/19

160	n/a	Compliance & Outcome Assessments	Fourth Year Monitoring Plan	The Monitor, DOJ, and CPC will provide comments and feedback on the Draft Fourth Year Monitoring Plan.	Monitoring Team, Department of Justice, CPC	Submission of Feedback on the Draft Fourth Year Monitoring Plan	2/1/19
161	n/a	Compliance & Outcome Assessments	Fourth Year Monitoring Plan	The City will submit to the Court the Final Monitoring Plan for the Fourth Year.	City	Filing of the Fourth Year Monitoring Plan with the Court	2/22/19